

2026 NEA RA Delegate Safety Reminders





These are NOT normal times....

- Our main priority is to keep each other safe.
- Questions or alerts on the floor of the RA, <https://nea.org/rasupport> and/or contact your state president for assistance.

Questions or alerts
on the floor





Three realms

- Your own safety
- The safety of your fellow members, staff, and guests
- The safety & security of our organization itself

Reports for Threats
to Physical Safety





Your Main Resource:

Refer to “General RA FAQ” for the most up-to-date version and for more details

www.nea.org/ra Logistics For Delegates / [General RA FAQ](#)



General Reminders

- Familiarize yourself with your hotel's evacuation plan and the closest exits from your room.
- Never leave laptops or other electronic devices unattended.
- Be aware of your surroundings and other people.
- When away from the Annual Meeting events, remove your credentials badge.
- Do not place your purse on the back of your chair in public areas.
- Use the hotel safe deposit boxes for valuables.
- Travel in groups where possible.
- Use security locks when in your hotel room.
- Beware of distractions set up by potential pickpockets on the street or in crowds.



Secure All Meetings and Events



- **Screen for delegates and invited guests at the doors**
- **Signage should be posted outside all events:**
 - **“MEMBERS ONLY” or**
 - **“Private Event. Event Registrants Only.”**



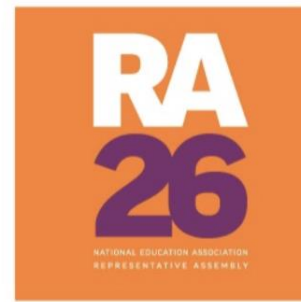
Beware of infiltrators who don't share our values



At the Convention Center

- If you see something, say something!
- Familiarize yourself with the **emergency exits** at the convention center.
- Never leave laptops or other electronic devices unattended.
- Regardless of how secure a convention center environment may appear, keep your valuables in a safe place where you can always keep an eye on them.
- Blue flags for medical emergencies are located at each microphone.
- Clear bags are recommended. Thanks to NEA-MB!





Are You Being Secretly Recorded?

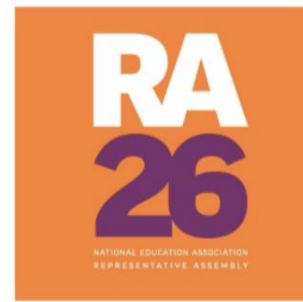
- Do not continue talking with someone you believe may be secretly recording you.
- Make sure people are who they say they are.
- Be wary about individuals seeking assistance without details.
“I know a member with a problem who doesn’t want to share their name...”
- Don’t let people you don’t know bait you into saying unflattering things about anyone
- Walk away from ambush interviews

Be especially careful when you are out around town



Cybersecurity

- Be wary of emails that feature fake logos, urgent messages, or requests for personal details and payments.
- Always confirm event information through channels and never click on suspicious links or share sensitive information via email or unsecure wifi
- Never click on suspicious links or download attachments from unknown or suspicious sources.
- Never share sensitive information via email or open/unsecured wifi
- **Check the sender's email address** and look out for suspicious or unexpected emails.
- Be extra cautious of urgent or threatening language in emails, as well as emails that request sensitive information.
- Always verify the authenticity of an email that seems suspicious. Contact the sender directly (by "known" phone or text if possible) as a compromised email account may be monitored by the attacker.



Doxing Is NOT Tolerated

- Do not record any delegate without their permission.
- Do not post ANYTHING on social media or share information that identifies, provides personally identifiable information, or attributes comments or statements to a delegate without their permission.
- Report violations to Executive Committee members, Gladys Marquez, Mark Jewell, or Bill Farmer.

Doxing derives from the phrase “dropping dox,” a term for disclosing another person’s “documents” or personal information. This personal information can include home address, email address, phone number, workplace details, banking information, social security number, criminal history, private correspondences, personal photos, and embarrassing personal details. This is extremely dangerous and harmful behavior and violates NEA policy.



Doxing Is NOT Tolerated

In the current climate, doxing of fellow members—particularly in connection with debate on controversial topics at the RA—may expose them to serious harm, including physical violence. Posting of members' names or any other personally identifying information will not be tolerated and may provide grounds for removal from the RA and the initiation of Review Board proceedings, which can lead to the offender's expulsion from the union. Furthermore, NEA will cooperate with law enforcement or in other legal action to address harm caused by such doxxing of a member.

Immigration Enforcement – Know Your Rights

Pick up your
Red Card at
registration

Report Immigration Enforcement Activity

1. Immigration enforcement activity can be reported to the Colorado Immigration Rights Coalition (CIRC) hotline: 1-844-864-8341.
2. Colorado has strong protections for immigrant rights, including limits on police collaboration with ICE.
3. During the RA and pre-conference events, the Colorado Convention Center is a non-public space. ICE may not enter without a judicial warrant.
4. Avoid actions that reasonably can be understood as specifically warning individuals you know to be undocumented that an ICE action is underway. General warnings are protected speech under the First Amendment, but warnings to prevent enforcement can be a federal crime.

Right to Observe and Record

1. If it is possible and safe to do so, take photos, video, and/or notes. If you choose to record, make it obvious that you are recording.
2. You must not interfere or obstruct ICE as they are carrying out their duties.

For more information about safely observing and documenting ICE activity, see NEA guidance at <https://www.nea.org/resource-library/observe-document-ice-activity>

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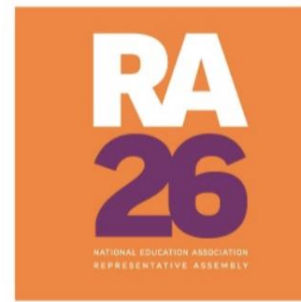
If you are questioned by law enforcement:

1. You always have the right to remain silent. Carry a rights card.
2. If you chose to speak, do not lie.
3. Do not run. If stopped, ask if you are free to leave and walk away slowly if the answer is yes.
4. If you are over 18 and are not a U.S. citizen, always carry evidence of your valid immigration documents with you. Do not carry false documents or papers from another country with you, like a foreign passport.

If you are arrested or detained by ICE:

1. Exercise your right to remain silent
 2. State that you want to speak to your attorney. Do not answer questions or sign anything without your attorney.
- If you or a fellow NEA delegate is arrested or detained by ICE, in addition to contacting your attorney, inform your state affiliate delegation leader, who can contact NEA for additional support.

For more detailed Know Your Rights information, see NEA's guidance [Know Your Rights: Immigration Enforcement](#)



Protests & Law Enforcement

- NEA supports the right to lawfully and peacefully assemble and protest.
- Be aware that protest activity on or near federal property such as ICE detention facilities and ICE vehicles carries heightened risks to your safety and potential arrest. Attempting to interfere with officers or to damage federal property can be federal crimes.
- Know Your Rights – Interacting with Law Enforcement
 - You can remain silent.
 - If stopped, ask if you are free to go, and if the answer is yes, walk away calmly.
 - You do not have to consent to a search, including a search of your phone.
 - Strong passcodes and other digital safety practices can help protect your private data.
 - If arrested, exercise your right to remain silent and state that you want your attorney. Do not answer questions or sign anything without your attorney.
 - Remain calm and do not use force or resist a search or arrest, even if you think your rights are being violated. Try to record as much information as possible about the violation for later reporting.



Delegates who are arrested, detained, or who experience a safety or security issue should contact the person normally identified by their state affiliate for issues at the Representative Assembly.

[insert state contact here]

The state affiliate contact will then contact the appropriate person(s) at NEA for additional assistance.



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